

Gai Giacomo s.r.l.
Minuterie Tornite di Precisione

CORPORATE POLICIES on Quality, Environment, Health and Safety in the Workplace

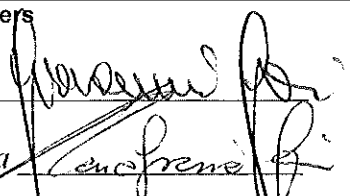

Basic Principles

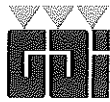
Gai Giacomo S.r.l. has set itself the long-term objective of ensuring "ever-increasing Customer satisfaction," in compliance with the laws that govern the impact each activity has on the external and internal environments, and those that regulate health and safety in the workplace.

In order to meet this objective, Gai Giacomo S.r.l. is striving to improve its products, services and workplaces, by favouring and implementing an eco-friendly culture and the principles of health and safety throughout the company.

Therefore, our mindset, actions, behaviour and products must reflect these operational strategic choices, which are based on the following points:

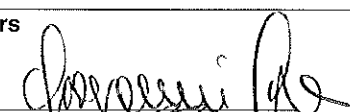
1. In an initiative that aims to achieve global involvement, all the human resources engaged by Gai Giacomo S.r.l. are called upon to participate and collaborate in the **continuous improvement** of the company's products and services, to ensure that the environment is protected, and that the workplace and the activities performed therein are safe.
2. The means used to effectively achieve this involvement are the activities envisaged by the **Integrated Management System of Quality, Environment, Health and Safety in the Workplace**.
3. When carrying out these activities, and at all times during the working day, our policy is to encourage ideas and proposals regarding potential improvements.
4. Each **MANAGER/FUNCTION** has the task and duty of familiarizing and coordinating his workers, by encouraging them to pursue the objective of continuous improvement.
5. **QUALITY** means doing the **right** thing, and getting it right **the very first time**. This requires a larger commitment in the initial stages, but results in a reduction of the number of corrections required subsequently and so in the costs sustained in the long-term. **RESULT**: the company obtains a higher quality of product in a shorter period of time, so rendering its processes more efficient.
6. **RESPECT FOR THE ENVIRONMENT** means: **adhering** to the legislation in force by ensuring that the company **complies with all the national and regional laws** that regulate the protection of the environment, **cooperating** with public authorities in monitoring the respect of the environment, and in establishing and updating any emergency procedures in place. **RESULT**: a global improvement in the standard of living in the workplace and outside, ensuring that our children and their descendants are able to enjoy the same benefits to which we have had access.

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- 7. RESPECT of HEALTH and SAFETY in the WORKPLACE means: **adhering** to the legislation in force by ensuring that the company **complies with all the national and regional laws** regulating health and safety in the workplace, **cooperating** with public authorities to ensure health and safety in the workplace and establishing and updating any emergency procedures that may be in place. RESULT: Working in a safe environment, identifying any dangers present and reducing to an acceptable level the risk of accidents and professional illnesses faced by the worker.
- 8. Management defines the **CORPORATE STRATEGIC PLAN** based on the customer's requirements, the market and the legislation in force, specifying the objectives to be met for each specific area/process. Based on the instructions received from management, each Manager/Function must develop its own objectives relative to the improvements to be implemented. In all its phases, the corporate strategic plan is a priority and a guideline to be followed by all the Managers/Functions.
- 9. Our suppliers, who play an extremely important part in our production processes, must also be involved in our plan to improve quality, environment, health and safety.
- 10. **COMMUNICATION** and **TRAINING** are the two essential elements through which it is possible to apply the Integrated Management System of QUALITY, ENVIRONMENT, HEALTH and SAFETY. The success of GAI GIACOMO s.r.l. as a whole depends on the professional and cultural improvement of the individual resources/persons. An important role in helping us to meet our objective is played by the fact that everyone is involved, with a view to the effective growth of each of us as an individual.

WE CAN work well, **WE MUST** pollute less and work in safe conditions: this is the slogan that GAI GIACOMO s.r.l. has adopted in order to successfully manage the economic and production-related challenges that today's globalised market imposes.

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